



## California Postsecondary Education Commission

# Faculty Salaries at California's Public Universities, 2005-06

*This report presents information about salary trends and projections for California's public university faculty. It also compares these public university salary levels with comparable institutions nationwide.*

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The Commission advises the Governor and Legislature on higher education policy and fiscal issues. Its primary focus is to ensure that the state's educational resources are used effectively to provide Californians with postsecondary education opportunities. More information about the Commission is available at [www.cpec.ca.gov](http://www.cpec.ca.gov).

Draft Commission Report

## Background

Annually, in accordance with Senate Concurrent Resolution No. 51 of the 1965 General Legislative Session, the California State University and the University of California submit to the California Postsecondary Education Commission information on faculty salaries for their respective institutions and for a set of comparison colleges and universities located primarily outside of California.

This report presents estimates of the percentage changes in faculty salaries in California public universities that would enable them to attain parity with their respective comparison groups in the forthcoming fiscal year. These final parity figures for both systems are based on data from six of the eight University of California comparison institutions, and the 20 California State University comparison institutions. A preliminary estimate of faculty salary parity was reported to the Department of Finance and the Office of the Legislative Analyst last December.

The report also contains a brief description of the methodology employed to calculate the percentages needed to achieve parity as well as the faculty salary trends over the past 24 years.

## A summary of the methodology

The faculty salary methodology includes two separate comparison institution groups – one each for the California State University and the University of California. The procedures by which the systems collect data, and the techniques used to analyze those data, have been designed and refined periodically by the Commission in award for students attending consultation with the Commission's Faculty Salary Advisory Committee. The Committee in-

cludes representatives from the California State University, University of California, the Department of Finance, and the Office of the Legislative Analyst, with the California Faculty Association included on the Committee as an observer. As a result, the faculty salary methodology is reflective of the views of all interested parties, rather than the vision of any single individual or agency.

This year's methodology is unchanged from the last several years, and consists of two primary elements: (1) collecting salary data from comparison institutions; and (2) a computational process that involves the weighting of several data elements by various factors, such as the number of faculty at each rank.

Display 1 shows the comparison institutions for the two university systems. The members of the Commission's Faculty Salary Advisory Committee formulated each list through extensive discussions and compromises. In the more than 39 years that the survey has been conducted, each list has changed several times, most recently in 1993-94 when three institutions in the State University comparison group were replaced. The University of California list is unchanged since 1988.

The computational process includes a determination of current average salaries, by rank, in both the California systems and the comparison institutions, with each rank's average projected forward one year based on the previous five-year growth rate. The projected 2005-06 average rank-by-rank salaries for the comparison institutions are then compared to the current-year State University and University averages. These averages are then combined into an "All Ranks Average" for each comparison group and each California system and compared for the current and budget years. Comparing the projected average for the comparison group next year with the current-year average for the California system produces the budget-year "parity figure."

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*DISPLAY 1      Faculty Salary Comparison Institutions for the California State University and the University of California*

**The California State University**

*Northeast Region*

Bucknell University\*  
Rutgers, the State University  
of New Jersey, Newark  
State University of New York,  
Albany  
Tufts University\*  
University of Connecticut

*Southern Region*

Georgia State University  
George Mason University  
North Carolina State University  
University of Maryland,  
Baltimore County

*North Central Region*

Cleveland State University  
Illinois State University  
Loyola University, Chicago\*  
Wayne State University  
University of Wisconsin,  
Milwaukee

*Western Region*

Arizona State University  
Reed College\*  
University of Colorado, Denver  
University of Nevada, Reno  
University of Southern California\*  
University of Texas, Arlington

**The University of California**

Harvard University\*  
Massachusetts Institute of Technology\*  
Stanford University\*  
State University of New York, Buffalo  
University of Illinois, Urbana  
University of Michigan, Ann Arbor  
University of Virginia, Charlottesville  
Yale University\*

\* Independent Institution.

Source: California Postsecondary Education Commission.

**DISPLAY 2** *Comparison of Faculty Salary Parity  
Figures, with Actual Percentage Increases  
Provided, 1981-82 to 2005-06*

| Year    | The California<br>State University |                    | University<br>of California |                    |
|---------|------------------------------------|--------------------|-----------------------------|--------------------|
|         | Parity Figure                      | Salary<br>Increase | Parity Figure               | Salary<br>Increase |
| 1981-82 | 0.5%                               | 6.0%               | 5.8%                        | 6.0%               |
| 1982-83 | 2.3                                | 0.0                | 9.8                         | 0.0                |
| 1983-84 | 9.2                                | 6.0                | 18.5                        | 7.0                |
| 1984-85 | 7.6                                | 10.0               | 10.6                        | 9.0                |
| 1985-86 | N/A                                | 10.5               | 6.5                         | 9.5                |
| 1986-87 | 6.9                                | 6.8                | 1.4                         | 5.0                |
| 1987-88 | 6.9                                | 6.9                | 2.0                         | 5.6                |
| 1988-89 | 4.7                                | 4.7                | 3.0                         | 3.0                |
| 1989-90 | 4.8                                | 4.8                | 4.7                         | 4.7                |
| 1990-91 | 4.9                                | 4.9                | 4.8                         | 4.8                |
| 1991-92 | 4.1                                | 0.0                | 3.5                         | 0.0                |
| 1992-93 | 6.0                                | 0.0                | 6.7                         | 0.0                |
| 1993-94 | 8.5                                | 3.0                | 6.5                         | 0.0                |
| 1994-95 | 6.8                                | 0.0                | 12.6                        | 3.0                |
| 1995-96 | 12.7                               | 2.5                | 10.4                        | 3.0                |
| 1996-97 | 9.6                                | 4.0                | 10.3                        | 5.0                |
| 1997-98 | 10.8                               | 4.0                | 6.7                         | 5.0                |
| 1998-99 | 11.2                               | 5.7                | 4.6                         | 4.5                |
| 1999-00 | 11.1                               | 6.0                | 2.9                         | 2.9                |
| 2000-01 | 8.9                                | 6.0                | 3.0                         | 3.0                |
| 2001-02 | 7.9                                | 3.2                | 3.9                         | 0.5                |
| 2002-03 | 10.6                               | 3.0                | 6.9                         | 0.5                |
| 2003-04 | 11.6                               | 0.8                | 9.2                         | 0.0                |
| 2004-05 | 13.1                               | 0.0                | 9.3                         | 0.0                |
| 2005-06 | 16.8                               |                    | 13.9                        |                    |

Source: California Postsecondary Education Commission.

## Faculty salary trends

Display 2 shows the Commission's parity computations for each of the two public university systems, plus the actual salary increases granted, since the 1981-82 fiscal year.

During the first half of the 1980s, the parity figure between CSU and its comparison group was consistently smaller than the comparable figure for UC and its group. However, by the late 1980s, this situation had reversed. During California's severe economic recession between 1991-92 and 1994-95, few faculty salary increases were funded in the State budget. This worsened the compensation deficiency between faculty at California's public institutions and their comparison groups to create the largest compensation disparity since the inflationary era of the 1970s and early 1980s. This year, the salary deficiencies are again approaching record levels with both senior systems facing double-digit differences in achieving parity with their comparison institutions.

When California moved from recession to economic boom in the mid 1990s, faculty received more competitive percentage salary increases. As a result of this trend, the necessary percentage increase for parity diminished significantly at both university systems. However recent and anticipated budget constraints have reversed the trend once again. Neither University nor State University faculty received cost-of-living

salary increases in the current year. The University of California's parity gap during the current year was 9.3%, while the projected lag for 2005-06 has grown to 13.9%. The lag for the State University increased from 13.1% in the current year to a projected 16.8% for the 2005-06 fiscal year.

It is important to understand the meaning of these "parity" numbers. For example, when the Commission estimates a difference of 16.8% for State University faculty, it does not mean that its faculty was actually paid that percent less than their colleagues at comparable institutions. The parity number is a projection of a possible future (2005-06) salary increase at the comparison institutions based on observed trends over a five-year period, with the assumption that State University salaries would not increase at all in the 2004-05 fiscal year. Thus, the projected difference for 2005-06 can be quite different from the actual difference because the actual amount of salary increase that comparison institutions pay can be greater or less than projected. Further, any budget year salary increase provided to the University or State University could alter or eliminate the disparity between California institutions and their comparators.

## **The parity figures for 2005-06**

### **California State University**

Display 3 shows the parity calculations for the California State University for the current (2004-05) and budget (2005-06) years.

The “parity figure” for the State University system for 2005-06 is 16.8% — the percentage by which average salaries in the State University would have to increase to equal the average salaries projected to be paid by the comparison institutions in 2005-06. It indicates that the all ranks average salary in the current year is about 13.1% below that currently paid by the comparison group. These calculations are based upon actual information received from the 20 State University’s comparison institutions.

Displays 4 and 5 show rank-by-rank and institution-by-institution salaries for both the State University and the comparison group for 1999-00 and 2004-05. These data are used to determine the five-year compounded average growth rate that permits current-year salaries to be projected into the budget year. The shaded lines in both displays indicate the State University’s position for each rank and for all ranks relative to the entire list. It shows that in 2004-05, the average of all State University faculty dropped from 10<sup>th</sup> to 16<sup>th</sup> out of 21 in its ranking with the comparison institution counterparts. Without future increases, the State University is likely to drop even further in ranking in the next few years.

Faculty at the professor and assistant professor levels rank below the total faculty average, at 20<sup>th</sup> and 19<sup>th</sup> places. Associate professors and instructors placed at 14<sup>th</sup> and 9<sup>th</sup> places respectively.

### **University of California**

This report contains current-year data from six of the eight University of California comparison institutions. Data were estimated for the other two institutions by taking 95% of the five-year average rate of salary increases provided by those two institutions as prescribed by the University’s methodology.

Display 6 shows the parity calculations for UC for both the current and budget years. For the University system, the methodology indicates a “parity figure” of 13.9%, which is the percentage amount by which UC faculty will lag their counterparts if no salary increase is granted for 2005-06. The display also shows that University average salaries lag the comparison group by 9.3% in the 2004-05 fiscal year.

Display 7 presents 1999-00 and 2004-05 comparison institution data, by rank, and indicates that there is no change from last year in the public/independent relationship relative to faculty salaries – that is, each of the private comparison institutions pays more on average while each public comparator pays less. However, UC’s average salary has dropped in relation to the lowest private comparison institution and come much closer to the highest public comparison institution. Without future increases, the University is likely to drop down in ranking in the next few years, losing its historic median ranking between private and public institutions.

The University’s rank-by-rank position relative to its comparison institutions is still more consistent across all faculty groups than the State University’s rankings. For example, the current year University all-ranks average is at the median (fifth), with full professors ranked sixth, associate professors ranked eighth, and assistant professors ranked seventh.

*DISPLAY 3 California State University Comparison Group Average Salaries, 1999-2000 and 2004-05; Compound Rates of Increase, Projected Comparison Group Average Salaries, 2004-05; and Projected CSU Faculty Salary Percentage Increase Required to Attain Parity with the Comparison Group in 2005-06*

|  | Comparison Group<br>Average Salaries                      | Comparison Group<br>Average Salaries        |                                    | Compound Rate<br>of Increase   | Comparison Group<br>Projected Salaries |
|--|---|---|------------------------------------|--|--|
| <u>Academic Rank</u>   | <u>1999-00<sup>1</sup></u>                                | <u>2004-05<sup>1</sup></u>                  |                                    |  | <u>2005-06</u>                         |
| Professor  | \$85,905  | \$101,324                                   |                                    | 3.4%   | \$104,725                              |
| Associate Professor  | \$62,077  | \$71,863                                    |                                    | 3.0%   | \$73,998                               |
| Assistant Professor  | \$50,904  | \$60,264                                    |                                    | 3.4%   | \$62,333                               |
| Instructor   | \$37,409  | \$42,788                                    |                                    | 2.7%   | \$43,953                               |
|  |   |   |                                    |  |  |
|  | California State<br>University Actual<br>Average Salaries | Comparison Group<br><u>Average Salaries</u> |                                    | Percentage Increase Required in<br>California State University Average<br>Salaries to Equal the Comparison<br><u>Institution Average</u> |  |
| <u>Academic Rank</u>   | <u>2004-05</u>  | <u>Actual</u><br><u>2004-05</u>             | <u>Projected</u><br><u>2005-06</u> | <u>Actual</u><br><u>2004-05</u>  | <u>Projected</u><br><u>2005-06</u>     |
| Professor  | \$83,451  | \$101,324                                   | \$104,725                          | 21.4%  | 25.5%                                  |
| Associate Professor  | \$67,093  | \$71,863                                    | \$73,998                           | 7.1%   | 10.3%                                  |
| Assistant Professor  | \$54,949  | \$60,264                                    | \$62,333                           | 9.7%   | 13.4%                                  |
| Instructor   | \$42,642  | \$42,788                                    | \$43,953                           | 0.3%   | 3.1%                                   |
| Weighted by State<br>University Staffing                           | \$69,628  | \$80,223                                    | \$82,863                           | 15.2%  | 19.0%                                  |
| Weighted by Comparison<br>Institution Staffing                     | \$68,426  | \$77,831                                    | \$80,355                           | 13.7%  | 17.4%                                  |
| <i>All Ranks Average and<br/>Net Percentage Amount<sup>2</sup></i> | \$69,327  | \$78,429                                    | \$80,982                           | <b>13.1%</b>   | <b>16.8%</b>                           |
|  |   |   |                                    |  |  |
| <b>Institutional Current-Year</b>                                  |   |   |                                    |  |  |
| <b>Staffing Pattern</b>  |   | <b>Associate</b>                            | <b>Assistant</b>                   |  |  |
| <b><u>(Headcount Faculty)</u></b>                                  | <b><u>Professor</u></b>                                   | <b><u>Professor</u></b>                     | <b><u>Professor</u></b>            | <b><u>Instructor</u></b>   | <b><u>Total</u></b>                    |
| California State University  | 4,922   | 2,247                                       | 3,486                              | 414  | 11,069                                 |
| <i>Percent</i>   | <i>44.5%</i>  | <i>20.3%</i>                                | <i>31.5%</i>                       | <i>3.7%</i>  |  |
| Comparison Institutions  | 4,974   | 4,348                                       | 3,726                              | 726  | 13,774                                 |
| <i>Percent</i>   | <i>36.1%</i>  | <i>31.6%</i>                                | <i>27.1%</i>                       | <i>5.3%</i>  |  |

1. Weighted 58% high-cost institutions, 42% low-cost institutions.

2. "All-Ranks Average" salaries are derived by weighting the State University and Comparison Institutions by 75 % of their own staffing pattern and 25% of the comparison institution's staffing pattern.

Source: CPEC staff analysis

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DISPLAY 4 California State University Comparison Institution Salary Data, by Rank, 1999-00

| Institution                | Professors   |                       |             | Associate Professors |                       |             | Assistant Professors |                       |             | Instructors |                       |            | Total Faculty |                             |             |
|----------------------------|--------------|-----------------------|-------------|----------------------|-----------------------|-------------|----------------------|-----------------------|-------------|-------------|-----------------------|------------|---------------|-----------------------------|-------------|
|                            | No.          | Average Salary (Rank) |             | No.                  | Average Salary (Rank) |             | No.                  | Average Salary (Rank) |             | No.         | Average Salary (Rank) |            | Total         | Weighted Ave. Salary (Rank) |             |
| Institution J <sup>1</sup> | 137          | \$106,128             | (1)         | 118                  | \$78,084              | (1)         | 95                   | \$60,886              | (1)         | 21          | \$42,799              | (5)        | 371           | \$82,039                    | (1)         |
| Institution Q <sup>1</sup> | 502          | 97,531                | (2)         | 337                  | 68,569                | (3)         | 226                  | 60,141                | (2)         | 48          | 48,309                | (1)        | 1,113         | 79,047                      | (2)         |
| Institution B <sup>1</sup> | 473          | \$93,646              | (5)         | 334                  | \$68,947              | (2)         | 264                  | \$54,001              | (3)         | 13          | \$47,607              | (2)        | 1,084         | \$75,828                    | (3)         |
| Institution P <sup>1</sup> | 124          | 88,608                | (6)         | 120                  | 65,061                | (5)         | 64                   | 48,751                | (13)        | 0           | 0                     |            | 308           | 71,152                      | (4)         |
| Institution K              | 462          | 84,742                | (7)         | 345                  | 62,155                | (8)         | 225                  | 52,345                | (4)         | 19          | 33,599                | (13)       | 1,051         | 69,467                      | (5)         |
| Institution R <sup>1</sup> | 236          | 95,038                | (4)         | 251                  | 65,653                | (4)         | 168                  | 50,443                | (7)         | 79          | 42,537                | (6)        | 734           | 69,132                      | (6)         |
| Institution N              | 243          | 82,930                | (10)        | 189                  | 59,575                | (13)        | 81                   | 49,173                | (12)        | 0           |                       |            | 513           | 68,995                      | (7)         |
| Institution M <sup>1</sup> | 165          | 84,210                | (8)         | 134                  | 60,738                | (10)        | 102                  | 49,202                | (10)        | 4           | 34,566                | (11)       | 405           | 67,137                      | (8)         |
| Institution A              | 604          | 81,761                | (11)        | 447                  | 59,903                | (12)        | 285                  | 50,594                | (6)         | 45          | 32,341                | (15)       | 1,381         | 66,644                      | (9)         |
| <b>CSU</b>                 | <b>6,324</b> | <b>\$75,950</b>       | <b>(15)</b> | <b>1,897</b>         | <b>\$60,717</b>       | <b>(11)</b> | <b>2,305</b>         | <b>\$49,181</b>       | <b>(11)</b> | <b>401</b>  | <b>\$38,403</b>       | <b>(7)</b> | <b>10,927</b> | <b>\$66,281</b>             | <b>(10)</b> |
| Institution S <sup>1</sup> | 270          | 83,036                | (9)         | 248                  | 62,711                | (6)         | 220                  | 49,465                | (9)         | 24          | 45,558                | (3)        | 762           | 65,548                      | (11)        |
| Institution F              | 195          | 95,135                | (3)         | 275                  | 62,605                | (7)         | 287                  | 52,096                | (5)         | 102         | 30,378                | (17)       | 859           | 62,652                      | (12)        |
| Institution G <sup>1</sup> | 144          | 79,994                | (14)        | 235                  | 58,084                | (14)        | 115                  | 48,598                | (14)        | 0           | 0                     |            | 494           | 62,262                      | (13)        |
| Institution T              | 267          | 73,458                | (18)        | 280                  | 57,702                | (15)        | 151                  | 49,711                | (8)         | 4           | 35,399                | (9)        | 702           | 61,849                      | (14)        |
| Institution C              | 78           | 80,739                | (12)        | 102                  | 61,020                | (9)         | 96                   | 47,132                | (18)        | 4           | 43,078                | (4)        | 280           | 61,495                      | (15)        |
| Institution L              | 50           | 74,776                | (16)        | 28                   | 54,944                | (18)        | 33                   | 45,832                | (19)        | 0           | 0                     |            | 111           | 61,168                      | (16)        |
| Institution I <sup>1</sup> | 116          | 80,506                | (13)        | 127                  | 57,265                | (16)        | 103                  | 48,316                | (15)        | 21          | 36,266                | (8)        | 367           | 60,898                      | (17)        |
| Institution O              | 219          | 73,448                | (19)        | 178                  | 53,063                | (20)        | 121                  | 47,171                | (17)        | 4           | 34,205                | (12)       | 522           | 60,105                      | (18)        |
| Institution D              | 163          | 69,486                | (20)        | 191                  | 54,094                | (19)        | 106                  | 43,214                | (21)        | 6           | 33,148                | (14)       | 466           | 56,733                      | (19)        |
| Institution E <sup>1</sup> | 115          | 74,384                | (17)        | 121                  | 55,206                | (17)        | 112                  | 47,774                | (16)        | 69          | 34,641                | (10)       | 417           | 55,096                      | (20)        |
| Institution H              | 265          | 66,492                | (21)        | 198                  | 51,867                | (21)        | 264                  | 43,424                | (20)        | 13          | 31,762                | (16)       | 740           | 53,739                      | (21)        |
| <b>Totals</b>              | <b>4,828</b> | <b>\$84,684</b>       |             | <b>4,258</b>         | <b>\$61,435</b>       |             | <b>3,118</b>         | <b>\$50,504</b>       |             | <b>476</b>  | <b>\$37,469</b>       |            | <b>12,680</b> | <b>\$66,700</b>             |             |
| <b>High cost 10</b>        | <b>2,282</b> | <b>\$90,682</b>       |             | <b>2,025</b>         | <b>\$64,657</b>       |             | <b>1,469</b>         | <b>\$52,446</b>       |             | <b>279</b>  | <b>\$41,507</b>       |            | <b>6,055</b>  | <b>\$70,436</b>             |             |
| <b>Low cost 10</b>         | <b>2,546</b> | <b>79,308</b>         |             | <b>2,233</b>         | <b>58,514</b>         |             | <b>1,649</b>         | <b>48,773</b>         |             | <b>197</b>  | <b>31,750</b>         |            | <b>6,625</b>  | <b>63,285</b>               |             |
| <b>Total</b>               | <b>4,828</b> | <b>\$85,905</b>       |             | <b>4,258</b>         | <b>\$62,077</b>       |             | <b>3,118</b>         | <b>\$50,904</b>       |             | <b>476</b>  | <b>\$37,409</b>       |            | <b>12,680</b> | <b>\$67,433</b>             |             |

1. Universities located in higher cost areas.

Source: The California State University, Office of the Chancellor

# California Postsecondary Education Commission

*DISPLAY 5 California State University Comparison Institution Salary Data, by Rank, 2004-05*

| Institution                | <u>Professors</u> |                       |  | <u>Associate Professors</u> |                       |  | <u>Assistant Professors</u> |                       |  | <u>Instructors</u> |                       |  | <u>Total Faculty</u> |                             |  |
|----------------------------|-------------------|-----------------------|--|-----------------------------|-----------------------|--|-----------------------------|-----------------------|--|--------------------|-----------------------|--|----------------------|-----------------------------|--|
|                            | No.               | Average Salary (Rank) |  | No.                         | Average Salary (Rank) |  | No.                         | Average Salary (Rank) |  | No.                | Average Salary (Rank) |  | Total                | Weighted Ave. Salary (Rank) |  |
| Institution Q <sup>1</sup> | 574               | \$121,582 (1)         |  | 351                         | \$84,536 (1)          |  | 262                         | \$73,731 (1)          |  | 44                 | \$51,381 (3)          |  | 1,231                | \$98,325 (1)                |  |
| Institution P <sup>1</sup> | 135               | 108,315 (4)           |  | 120                         | 80,050 (3)            |  | 54                          | 63,691 (3)            |  | 0                  | 0                     |  | 309                  | 89,540 (2)                  |  |
| Institution J <sup>1</sup> | 129               | 113,732 (2)           |  | 97                          | 81,135 (2)            |  | 79                          | 66,898 (2)            |  | 40                 | 41,210 (10)           |  | 345                  | 85,434 (3)                  |  |
| Institution B <sup>1</sup> | 410               | 108,510 (3)           |  | 365                         | 79,143 (4)            |  | 314                         | 63,409 (4)            |  | 38                 | 54,686 (1)            |  | 1,127                | 84,618 (4)                  |  |
| Institution A              | 609               | 101,768 (8)           |  | 405                         | 68,576 (11)           |  | 312                         | 61,440 (6)            |  | 75                 | 38,020 (15)           |  | 1,401                | 79,779 (5)                  |  |
| Institution K              | 656               | 94,756 (13)           |  | 425                         | 70,301 (10)           |  | 318                         | 61,902 (5)            |  | 9                  | 45,517 (5)            |  | 1,408                | 79,639 (6)                  |  |
| Institution M <sup>1</sup> | 178               | 102,804 (6)           |  | 170                         | 75,604 (5)            |  | 145                         | 58,265 (11)           |  | 14                 | 43,464 (8)            |  | 507                  | 79,307 (7)                  |  |
| Institution N              | 215               | 98,452 (9)            |  | 178                         | 70,752 (9)            |  | 157                         | 58,652 (9)            |  | 0                  | 0                     |  | 550                  | 78,126 (8)                  |  |
| Institution S <sup>1</sup> | 288               | 96,930 (12)           |  | 246                         | 72,738 (6)            |  | 223                         | 59,834 (8)            |  | 37                 | 54,385 (2)            |  | 794                  | 77,034 (9)                  |  |
| Institution R <sup>1</sup> | 273               | 102,629 (7)           |  | 291                         | 71,070 (8)            |  | 288                         | 56,509 (17)           |  | 82                 | 44,514 (6)            |  | 934                  | 73,473 (10)                 |  |
| Institution L              | 55                | 87,532 (16)           |  | 30                          | 65,263 (18)           |  | 37                          | 56,945 (14)           |  | 0                  | 0                     |  | 122                  | 72,780 (11)                 |  |
| Institution I <sup>1</sup> | 126               | 97,782 (11)           |  | 141                         | 67,768 (12)           |  | 124                         | 57,397 (13)           |  | 20                 | 43,562 (7)            |  | 411                  | 72,662 (12)                 |  |
| Institution C              | 73                | 98,076 (10)           |  | 106                         | 71,705 (7)            |  | 121                         | 57,835 (12)           |  | 0                  | 0                     |  | 300                  | 72,528 (13)                 |  |
| Institution G <sup>1</sup> | 157               | 91,304 (14)           |  | 191                         | 67,556 (13)           |  | 46                          | 56,401 (18)           |  | 72                 | 47,584 (4)            |  | 466                  | 71,370 (14)                 |  |
| Institution O              | 179               | 85,963 (17)           |  | 161                         | 65,381 (17)           |  | 164                         | 59,882 (7)            |  | 0                  | 0                     |  | 504                  | 70,902 (15)                 |  |
| <b>CSU</b>                 | <b>4,922</b>      | <b>\$83,451 (20)</b>  |  | <b>2,247</b>                | <b>\$67,093 (14)</b>  |  | <b>3,486</b>                | <b>\$54,949 (19)</b>  |  | <b>414</b>         | <b>\$42,642 (9)</b>   |  | <b>11,069</b>        | <b>\$69,628 (16)</b>        |  |
| Institution T              | 242               | 84,442 (19)           |  | 277                         | 64,868 (19)           |  | 263                         | 56,537 (16)           |  | 8                  | 40,392 (12)           |  | 790                  | 67,843 (17)                 |  |
| Institution F              | 182               | 106,876 (5)           |  | 299                         | 65,959 (16)           |  | 308                         | 56,763 (15)           |  | 109                | 38,469 (14)           |  | 898                  | 67,761 (18)                 |  |
| Institution D              | 155               | 85,355 (18)           |  | 183                         | 63,474 (20)           |  | 145                         | 50,093 (21)           |  | 44                 | 41,079 (11)           |  | 527                  | 64,358 (19)                 |  |
| Institution E <sup>1</sup> | 104               | 89,713 (15)           |  | 115                         | 66,763 (15)           |  | 89                          | 58,337 (10)           |  | 134                | 39,571 (13)           |  | 442                  | 62,223 (20)                 |  |
| Institution H              | 234               | 75,319 (21)           |  | 197                         | 58,090 (21)           |  | 277                         | 52,749 (20)           |  | 0                  | 0                     |  | 708                  | 61,695 (21)                 |  |
| <b>Totals</b>              | <b>4,974</b>      | <b>\$179,444</b>      |  | <b>4,348</b>                | <b>\$103,245</b>      |  | <b>3,726</b>                | <b>\$108,392</b>      |  | <b>726</b>         | <b>\$67,626</b>       |  | <b>13,774</b>        | <b>\$130,277</b>            |  |
| <b>High cost 10</b>        | <b>2,374</b>      | <b>\$106,904</b>      |  | <b>2,087</b>                | <b>\$75,515</b>       |  | <b>1,624</b>                | <b>\$62,144</b>       |  | <b>481</b>         | <b>\$45,443</b>       |  | <b>6,566</b>         | <b>\$81,354</b>             |  |
| <b>Low cost 10</b>         | <b>2,600</b>      | <b>93,618</b>         |  | <b>2,261</b>                | <b>66,820</b>         |  | <b>2,102</b>                | <b>57,667</b>         |  | <b>245</b>         | <b>39,122</b>         |  | <b>7,208</b>         | <b>72,875</b>               |  |
| <b>Total</b>               | <b>4,974</b>      | <b>\$101,324</b>      |  | <b>4,348</b>                | <b>\$71,863</b>       |  | <b>3,726</b>                | <b>\$60,264</b>       |  | <b>726</b>         | <b>\$42,788</b>       |  | <b>13,774</b>        | <b>\$77,793</b>             |  |

1. Universities located in higher cost areas.

Source: The California State University, Office of the Chancellor

*DISPLAY 6 University of California Comparison Group Average Salaries, 1999-00 and 2004-05; Compound Rates of Increase, Projected Comparison Group Average Salaries, 2005-06; and Projected Percentage UC Faculty Salary Increase Required to Attain Parity with the Comparison Group in 2005-06*

| <u>Academic Rank</u>   | <u>Comparison Group<br/>Average Salaries</u>                      |  | <u>Compound Rate<br/>of Increase</u>  | <u>Comparison Group<br/>Projected Salaries, 2005-06</u>  |                              |
|--|---|--|---------------------------------------|--|------------------------------|
|  | <u>1999-00<sup>1</sup></u>  | <u>2004-05<sup>1</sup></u>                   |                                       |  |                              |
| Professor  | \$105,196   | \$129,083                                    | 4.2%                                  | \$134,476  |                              |
| Associate Professor  | \$69,786  | \$85,887                                     | 4.2%                                  | \$89,528   |                              |
| Assistant Professor  | \$58,507  | \$72,554                                     | 4.4%                                  | \$75,745   |                              |
|  |   |  |                                       |  |                              |
| <u>Academic Rank</u>   | <u>University of<br/>Calif. Average<br/>Salaries,<br/>2004-05</u> | <u>Comparison Group<br/>Average Salaries</u> |                                       | <u>Percent Increase Required in<br/>University Ave. Salaries to Equal<br/>the Comparison Institution<br/>Average</u> |                              |
|  |   | <u>Actual<br/>2004-05</u>                    | <u>Projected<br/>2005-06</u>          | <u>Actual<br/>2004-05</u>  | <u>Projected<br/>2005-06</u> |
| Professor  | \$115,925   | \$129,083                                    | \$134,476                             | 11.4%  | 16.0%                        |
| Associate Professor  | \$75,141  | \$85,887                                     | \$89,528                              | 14.3%  | 19.1%                        |
| Assistant Professor  | \$66,482  | \$72,554                                     | \$75,745                              | 9.1%   | 13.9%                        |
| Weighted by University of<br>California Staffing   | \$97,889  | \$109,139                                    | \$113,741                             | 11.5%  | 16.2%                        |
| Weighted by Comparison<br>Institution Staffing   | \$94,107  | \$104,898                                    | \$109,334                             | 11.5%  | 16.2%                        |
| <b><i>All Ranks Average/Net<br/>Percentage Amount<sup>2</sup></i></b>                        | <b>\$96,944</b>   | <b>\$105,958</b>                             | <b>\$110,435</b>                      | <b>9.3%</b>  | <b>13.9%</b>                 |
|  |   |  |                                       |  |                              |
| <b><u>Institutional Budget-Year Staffing Pattern,<br/>(Full-Time-Equivalent Faculty)</u></b> |   | <b><u>Professor</u></b>                      | <b><u>Associate<br/>Professor</u></b> | <b><u>Assistant Professor</u></b>  | <b><u>Total</u></b>          |
| University of California   |   | 4,227.0                                      | 1,385.5                               | 1,423.9  | 7,036.3                      |
| <i>Percent</i>   |   | <i>60.1%</i>                                 | <i>19.7%</i>                          | <i>20.2%</i>   | <i>100.0%</i>                |
| Comparison Institutions  |   | 4,348.0                                      | 1,850.5                               | 2,163.5  | 8,362.0                      |
| <i>Percent</i>   |   | <i>52.0%</i>                                 | <i>22.1%</i>                          | <i>25.9%</i>   | <i>100.0%</i>                |

1. Weighted 50% public comparison institutions, 50% independent comparison institutions. The University of California Office of the President reports that it has final survey results from seven of its eight comparison institutions and has estimated final results for the eighth institution.
2. All-Ranks Average derived by weighting University and Comparison Institutions by 75 percent of their own staffing pattern and 25 percent of the other's staffing pattern.

Source: CPEC staff analysis



DISPLAY 7 University of California Comparison Institution Average Salaries and Ranking, 1999-00 and 2004-05

| <u>1999-00</u>   | Type <sup>1</sup> | <u>Professor</u> |                  |          | <u>Associate Professor</u> |                 |          | <u>Assistant Professor</u> |                 |          | <u>Total Faculty</u> |                  |          |
|--|-------------------|------------------|------------------|----------|----------------------------|-----------------|----------|----------------------------|-----------------|----------|----------------------|------------------|----------|
|  |                   | Number           | Salary           | Rank     | Number                     | Salary          | Rank     | Number                     | Salary          | Rank     | Number               | Salary           | Rank     |
| Institution H  | I                 | 638              | \$124,260        | 1        | 113                        | \$70,524        | 3        | 218                        | \$65,691        | 2        | 969                  | \$104,817        | 1        |
| Institution A  | I                 | 512              | 115,966          | 2        | 136                        | 78,833          | 1        | 200                        | 64,524          | 3        | 848                  | 97,878           | 2        |
| Institution F  | I                 | 548              | 112,349          | 3        | 175                        | 75,019          | 2        | 166                        | 66,226          | 1        | 889                  | 96,388           | 3        |
| Institution D  | I                 | 386              | 111,897          | 4        | 81                         | 66,810          | 7        | 180                        | 54,830          | 6        | 647                  | 90,376           | 4        |
| <b>Univ. of Calif.</b>   | <b>P</b>          | <b>3,652</b>     | <b>103,099</b>   | <b>5</b> | <b>1,228</b>               | <b>68,758</b>   | <b>5</b> | <b>938</b>                 | <b>59,991</b>   | <b>4</b> | <b>5,818</b>         | <b>88,901</b>    | <b>5</b> |
| Institution E  | P                 | 693              | 97,100           | 6        | 364                        | 70,337          | 4        | 415                        | 55,745          | 5        | 1,472                | 78,823           | 6        |
| Institution B  | P                 | 435              | 96,930           | 7        | 257                        | 67,494          | 6        | 217                        | 54,221          | 7        | 910                  | 78,402           | 7        |
| Institution G  | P                 | 800              | 89,780           | 9        | 469                        | 62,996          | 8        | 336                        | 53,367          | 8        | 1,605                | 74,329           | 8        |
| Institution C  | P                 | 318              | 90,964           | 8        | 218                        | 62,547          | 9        | 207                        | 51,703          | 9        | 743                  | 71,688           | 9        |
| <b>Total<sup>3</sup></b>   |                   | <b>4,330.0</b>   | <b>\$105,196</b> |          | <b>1,812.7</b>             | <b>\$69,786</b> |          | <b>1,939.7</b>             | <b>\$58,507</b> |          | <b>8,082.4</b>       | <b>\$87,068</b>  |          |
| <u>2004-05</u>   | Type <sup>1</sup> | <u>Professor</u> |                  |          | <u>Associate Professor</u> |                 |          | <u>Assistant Professor</u> |                 |          | <u>Total Faculty</u> |                  |          |
|  |                   | Number           | Salary           | Rank     | Number                     | Salary          | Rank     | Number                     | Salary          | Rank     | Number               | Salary           | Rank     |
| Institution H  | I                 | 637              | \$157,366        | 1        | 135                        | \$91,696        | 3        | 216                        | \$82,902        | 2        | 988                  | \$132,113        | 1        |
| Institution F <sup>2</sup>   | I                 | 526              | 142,997          | 2        | 136                        | 102,404         | 1        | 216                        | 80,957          | 3        | 878                  | 121,446          | 2        |
| Institution A  | I                 | 505              | 140,603          | 3        | 147                        | 94,769          | 2        | 175                        | 83,803          | 1        | 827                  | 120,436          | 3        |
| Institution D <sup>2</sup>   | I                 | 407              | 135,364          | 4        | 68                         | 83,186          | 4        | 199                        | 67,097          | 6        | 674                  | 109,944          | 4        |
| <b>Univ. of Calif.</b>   | <b>P</b>          | <b>4,227</b>     | <b>115,925</b>   | <b>6</b> | <b>1,385</b>               | <b>75,141</b>   | <b>8</b> | <b>1,424</b>               | <b>66,482</b>   | <b>7</b> | <b>7,036</b>         | <b>97,889</b>    | <b>5</b> |
| Institution E  | P                 | 728              | 119,433          | 5        | 377                        | 82,155          | 5        | 419                        | 68,150          | 5        | 1,524                | 96,112           | 6        |
| Institution B  | P                 | 459              | 111,942          | 7        | 285                        | 77,420          | 6        | 218                        | 65,001          | 8        | 962                  | 91,077           | 7        |
| Institution G  | P                 | 767              | 109,265          | 8        | 459                        | 74,241          | 9        | 461                        | 68,321          | 4        | 1,686                | 88,557           | 8        |
| Institution C  | P                 | 319              | 107,670          | 9        | 244                        | 75,648          | 7        | 260                        | 61,526          | 9        | 823                  | 83,598           | 9        |
| <b>Total<sup>3</sup></b>   |                   | <b>4,348.0</b>   | <b>\$129,083</b> |          | <b>1,850.5</b>             | <b>\$85,887</b> |          | <b>2,163.5</b>             | <b>\$72,554</b> |          | <b>8,362.0</b>       | <b>\$106,278</b> |          |
| <p>1. I =Independent; P = Public.</p> <p>2. Estimated data</p> <p>3. Weighted 50% public comparison institutions, 50% independent comparison institutions.</p> <p>Source: University of California, Office of the President.</p> |                   |                  |                  |          |                            |                 |          |                            |                 |          |                      |                  |          |

## Issues of competitiveness

The Commission believes that any salary increase provided to faculty should take into consideration its impact on students, including the quantity and quality of faculty. However, current budget constraints suggest that faculty at both the California State University and the University of California are likely to receive minimal or no salary increases in 2005-06 commensurate with the figures estimated for their respective comparison institutions, in large part because of the significant budget shortfall the State is facing during both the current and budgeted fiscal years. The implications of minimal or no salary increases might put both the State University and the University at a disadvantage when retaining existing or recruiting new faculty who are critical to meeting the needs of students. If the differences are too large, both University systems could lose their best scholars to institutions offering more competitive salaries. Similarly, when recruiting new faculty, both systems must offer competitive packages to recent graduates, and to highly prized scholars working elsewhere, to make their offers most attractive. A reduction in the number of existing faculty, or an institution's inability to attract qualified scholars, could affect student access and undermine the quality of academic programs.

The current national recession may temper the negative effects of small or no salary increases on the University and State University in the short term, in that many public colleges and universities throughout the nation are also facing limited salary increases, in large part because of major budget shortfalls in other states. However, once the national economy improves, the State must consider what levels of compensation are best for recruiting and retaining faculty. At the same time, policy makers should recognize that compensation is only one factor that faculty use when considering job offers. Other factors such as cost of housing, quality of life, and climate often affect a faculty member's decision when accepting a new position in California. The Commission's parity calculations for the University and State University provide only one measure of institutional competitiveness for employing and retaining faculty.